



Reform on Occupational Diseases

On October 24, 2023, the Senate of the Republic approved the Draft Decree reforming and adding several provisions regarding the Table of Occupational Diseases. The reform sought to amend Articles 513, 514 and 515 of the Federal Labor Law.

The Bill modifies and updates the **Table of Occupational Diseases** contained in Article 513, eliminating some illnesses, and incorporating approximately 88 illnesses of occupational origin. Consequently, the total number the total number of pathologies will increase from 161 to 194. The scope of these diseases now encompasses:

- Women-specific diseases, including endometriosis and recurrent pregnancy loss.
- Psychosocial illnesses such as anxiety, insomnia and illnesses related with stress and depression.
- The list of occupational cancers is increased from 4 to 30.
- Diseases caused by infections, parasites, fungi, and viruses increase from 21 to 41 diseases, including COVID-19.
- Illnesses resulting from poisoning increase from 36 to 46 cases.

It is important to remember that these illnesses will be considered occupational hazards, and if a worker suffers from them, he or she will be entitled to various benefits payable by the employer (who may relieve himself of this obligation by insuring his employees in terms of the Social Security Law). Therefore, as the list of occupational diseases is extended, the number of cases that will give rise to the payment of these benefits also increases.

Among these benefits is the payment of monthly pensions for permanent disability, the amount of which depends on whether the disability is total or partial, and in the case of

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partial disability, on the loss or reduction of the residual physical capacity.

In this sense, the Bill introduces the **Catalog of Forms for the Valuation of Occupational Diseases**, which must be published by the Ministry of Labor and Social Welfare in the Official Journal of the Federation.

Finally, to ensure that the Tables and the Catalog remain up to date and relevant, the Ministry is now obligated to review them at least every 5 years or when there are studies or investigations that justify it. In the event of necessary updates, the Tables will be submitted to the President of the Republic to initiate the legislative process.

Having passed through the legislative branch, the initiative is now in the hands of the President of the Republic for promulgation and publication in the Official Journal, thus concluding the legislative process.

These new provisions will enter into force the day after their publication in the Official Journal. It is important to note that once published, the Ministry will have 45 working days to issue the abovementioned Catalog.

Contacts

Bernardo Martínez Rivas
Tax and Legal Services Partner
cmartinezrivas@deloittemx.com
Phone: +52 55 5080 7336

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Contacts:

Legal Services

Erika Rodríguez

erodriguez@deloittemx.com

Bernardo Martínez

cmartinezrivas@deloittemx.com

Mauricio Oropeza

moropeza@deloittemx.com

Ramón Bravo

rambravo@deloittemx.com

Valeria Vázquez

vavazquez@deloittemx.com

www.deloitte.com/mx

www.deloitte.com/mx/legales

Aguascalientes

Blvd a Zacatecas No. 845 Piso 4 int 410
Trojes de Alonso
20116, Aguascalientes, Ags.
Tel: (449) 910 8600
Fax: 449) 910 8601

Cancún

Avenida Bonampak SM 6, M 1, lote 1,
piso 10, 77500 Cancún, Q. Roo
Tel: (998) 872 9230
Fax: 998) 892 3677

Chihuahua

Av. Valle Escondido 5500
Fracc. Des. El Saucito E-2, piso 1,
31125, Chihuahua, Chih.
Tel: (614) 180 1100
Fax: 614) 180 1110

Ciudad Juárez

Baudelio Pelayo No. 8450
Parque Industrial Antonio J. Bermúdez
32400, Ciudad Juárez, Chih.
Tel: (656) 688 6500
Fax: (656) 688 6536

Culiacán

Insurgentes 847 Sur, Local 103
Colonia Centro Sinaloa
80128, Culiacán, Sin.
Tel: (33) 1454 2000

Guadalajara

Avenida López Mateos Norte 2405
piso 29
Colonia Italia Providencia
44648, Guadalajara, Jalisco.
Tel: (33) 3669 0404
Fax: (33) 3669 0469

Hermosillo

Blvd. Eusebio Francisco Kino No. 315
Piso 8, Suite 804, Colonia Lomas del Pitic
83010, Hermosillo, Son.
Tel: (662) 109 1400
Fax: (662) 109 1414

León

Paseo de los Insurgentes 303, piso 1
Colonia Los Paraísos
37320, León, Gto.
Tel: (477) 214 1400
Fax: (477) 214 1405 y 1407

Mérida

Calle 56 B 485 Prol. Montejo Piso 2
Colonia Itzimna
97100, Mérida, Yuc.
Tel: (999) 913 4032
Fax: (999) 913 4052

Mexicali

Calzada Francisco López Montejano 1342
Piso 7 Torre Sur
Fracc. Esteban Cantú
21320, Mexicali, B.C.
Tel: (686) 905 5200
Fax: (686) 905 5231 y 5232

Ciudad de México

Paseo de la Reforma 505, piso 28
Colonia Cuauhtémoc
06500, México, D.F.
Tel: (55) 5080 6000

Monterrey

Av. Juárez 1102, piso 40
Centro
64000, Monterrey, N.L.
Tel: (81) 8133 7300

Puebla

Edificio Deloitte, Vía Atlixcayotl 5506, piso 4
Zona Angelópolis
72190, Puebla, Pue.
Tel: (222) 303 1000
Fax: (222) 303 1001

Querétaro

Avenida Antea, No. 1090, piso 7
Colonia Jurica
76100, Querétaro, Qro.
Tel: (442) 238 2900
Fax: (442) 238 2975 y 2968

Reynosa

Carr. Monterrey-Reynosa 210-B, PA
Fracc. Portal San Miguel
88730, Reynosa, Tamps.
Tel: (899) 921 2460
Fax: (899) 921 2462

San Luis Potosí

Av. Salvador Nava Martínez 3125, 3-A
Fracc. Colinas del Parque
78294, San Luis Potosí, S.L.P.
Tel: (444) 102 5300
Fax: (444) 102 5301

Tijuana

Misión de San Javier 10643, Piso 8
Zona Urbana Río Tijuana.
22010, Tijuana B.C.
Tel: (664) 622 7878
Fax: (664) 681 7813

Torreón

Independencia 1819-B Oriente
Colonia San Isidro
27100, Torreón, Coah.
Tel: (871) 747 4400
Fax: (871) 747 4409



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